

CONFIDENTIAL

Per. 17

6-8290

22 March 1955

MEMORANDUM FOR: Deputy Director for Support

ATTENTION : Director of Personnel

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SUBJECT : Involuntary Resignation [REDACTED]

1. The purpose of this memorandum is to bring to your attention information developed as a result of an investigation conducted by this Staff of the circumstances involved in the employment processing and subsequent involuntary resignation of the subject individual. Certain aspects of [REDACTED] complaints as to his treatment by the Agency have some validity and are illustrative of the possible consequences of provisional appointments.

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2. In brief, [REDACTED] was processed for involuntary resignation as of 4 March 1955, as a result of the findings of the Medical, Security and Personnel Panel. He was extremely dissatisfied with his handling by the Agency, and had already established preliminary contact with two members of Congress and a member of the Clark Committee with the intention of providing all three with a complete report on his employment processing by the Agency. These actions together with his refusal to sign an Exit Secrecy Agreement resulted in his referral to this Staff by the Security Office. He subsequently executed the Secrecy Agreement and volunteered to take no further action with Congress or the Clark Committee.

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3. During his interview with a member of this Staff, it became apparent that [REDACTED] was not primarily concerned with the reasons behind his rejection for employment and, when queried, stated that everyone he had talked to had been courteous and sympathetic. His principal complaint involved his conviction that the Agency had not defined clearly his provisional employment status either in his initial recruitment or in his letter of appointment. He further stated that the Agency's failure in this respect had cost him his former job, a substantial portion of his savings, and would cause him embarrassment in his relationship with his family and friends. Investigation of this case reveals that all action taken by the Agency was in full accord with established regulations and policy. However, there have been similar cases resulting from a misunderstanding on the part of prospective employees of the provisional aspects of their appointments.

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4. It is recognized that provisional employment pending completion of loyalty oath, security interview and medical examination is necessary to fulfill Agency personnel needs. However, it is considered essential that prospective employees clearly understand the provisional aspect of their initial appointments to minimize the consequences of their possible future rejection on security or medical grounds. The standard appointment letter now in use should be revised in this respect. It is specifically recommended that the terminology now in use, i.e., ".....employment is subject to completion of loyalty oath, security interview, etc." be changed to a more definitive statement such as, "your permanent employment will depend upon completion of a loyalty oath and the results of a final security interview and medical examination. Should anything of an unfavorable nature arise during this period, your provisional employment will not result in a permanent appointment." In addition, recruiting officers in the field should be instructed to emphasize the provisional aspects of initial appointments.

Lyman B. Kirkpatrick
Inspector General